



Spectrum Health Medical Group Neuropsychology Postdoctoral Fellowship Program

I. PROGRAM OVERVIEW

The Neuropsychology Postdoctoral Fellowship Program at Spectrum Health provides a two year training experience consistent with the stipulations of the Houston Conference on Specialty Education and Training in Clinical Neuropsychology. The Neuropsychology Postdoctoral Fellowship Program satisfies the necessary training and preparation for Fellows to be eligible for ABPP Board Certification in Clinical Neuropsychology, and the program has been approved by the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN) since 2014.

The Fellowship Program in Clinical Neuropsychology is designed to help Fellows become well-rounded, ethical, licensure-ready clinicians with advanced specialty competencies in Clinical Neuropsychology. Upon successful completion of training, all neuropsychology Fellows will have met the post-doctoral supervised experience requirements for licensure in the state of Michigan, as well as requirements to pursue ABPP in Clinical Neuropsychology.

Year One of the program will allow Fellows to meet the licensure requirements as set forth by the Michigan Department of Licensing and Regulatory Affairs – Michigan Board of Psychology. Year Two is designed to (a) complete the training necessary to meet eligibility for ABPP Board Certification in Clinical Neuropsychology, and (b) further develop both general and more focused competencies – depending on the interests and training needs the Fellow demonstrates.

The guidelines as outlined in the Houston Conference Guidelines are met by our 2 year full time Fellowship Program, in that:

- There are 8 Neuropsychologists on staff, and the Co-Director of Training (Dr. Lawrence) is Board Certified in Clinical Neuropsychology.
- Training is provided at a central location, with onsite supervision. Additional training experiences are offered in close proximity to the Neuropsychology Clinic. Near all training occurs within the physical structures of Spectrum Health (within the academic medical center).
- There is access to clinical services and training programs in medical specialties and allied professions (Spectrum Health is a broad, multidisciplinary, academic medical center with a wide array of health care training programs). The Fellow has regular interactions with a broad range of health care professionals including medical providers in primary care, neurology, neuropathology, neurosurgery, psychiatry, and

psychiatry, as well as other Psychologists, Nurse Practitioners, Physician Assistants, and other allied professions – (e.g., OTs, PTs, SLPs, SWs)

- Interactions are available with other psychology trainees and medical residents. The Fellow interacts with medical residents through the Neurology Service, and in context of external didactics (e.g., neurology, neurosurgery, and neuropathology).
- Substantial time commitments are made to clinical service (~70%), clinical research (~10%), and educational activities/didactics (~20%).

The following is a review of the Houston Conference based Fellowship training goals, with reference to training program activities which accomplish those goals:

1. **Advanced skill in the neuropsychological evaluation, treatment and consultation to patients and professionals sufficient to practice on an independent basis.** Fellows will have ample opportunity to grow and fine-tune evaluation and treatment skills with a wide variety of patients on numerous neuropsychology rotations. Furthermore, consultation opportunities abound in various interdisciplinary clinics. Didactics over the two year training include foundational instruction in basic neuropsychological science, as well as more advanced, specific instruction and practice related to various diagnoses and treatment scenarios. A strong emphasis is placed on recent scientific advancements, and Fellows will have opportunities to work closely with providers of various medical/neurological disciplines.
2. **Advanced understanding of brain-behavior relationships.** Fellows obtain an advanced understanding of brain-behavior relationships through clinical neuropsychology rotations that include training and supervision of neuropsychological evaluations and neuro-rehabilitation treatment. Fellows also participate in a two year didactic sequence which further develops an advanced understanding of brain-behavior relationships, including the Neuropsychology Case Conference, Neuroanatomy Lectures, Neuropathology Seminars, Neuropsychology Journal Club, as well attendance at Brain Cuttings, Movement Disorder Surgical Conferences, Epilepsy Surgery Conferences, and Neurology Grand Rounds.
3. **Scholarly activity, e.g., submission of a study or literature review for publication, presentation, submission of a grant proposal or outcome assessment.** Fellows are required to participate in scholarly activity, whether that be preparation of a scholarly paper or literature review, participation in faculty guided ongoing research, or development of an independent, mentored project. Fellows' scholarly activity receives mentorship from core Neuropsychology faculty with additional input as needed from adjunct faculty, in line with the Fellows' scholarly activity focus.
4. **A formal evaluation of competency in the exit criteria 1 through 3 shall occur in the Fellowship program.** Formal evaluations at 6, 12, 18, and 24 months assess whether Fellows are successfully progressing towards meeting the exit criteria per the Learning Contract. If a Fellow does not progress according to minimum competencies required, a

remediation plan is established with the goal of assisting the Fellow to successfully achieve all required competencies.

5. **Eligibility for state or provincial licensure or certification for the independent practice of psychology.** Prior to beginning the Program, Fellows are asked to apply for and obtain a Limited License in the state of Michigan. We will work directly with the selected Fellow to facilitate this process. It is also expected that the Fellow will sit for the Examination for Professional Practice in Psychology prior to completion of Year 1. By the end of Year 2, the Fellow will be expected to have satisfied all requirements for independent licensure in the State of Michigan.
6. **Eligibility for board certification in clinical neuropsychology by the American Board of Professional Psychology.** Fellows are also eligible for American Board of Professional Psychology specialty certification in Clinical Neuropsychology upon successful completion of the training program (Program is APPCN accredited).

Clinical Service: The Spectrum Health Medical Group Neuropsychology Service is staffed with eight full-time Neuropsychologists and three full time Psychometrists. Referrals to the neuropsychology service are received from Neurology, Psychiatry, Neurosurgery, and Primary Care, among other specialties, as well as Neurotrauma, and Acute/Subacute Services. The patient population covers a diverse age range, with ethnic diversity (predominantly European American, Hispanic, and African American), and residential diversity (urban, suburban, and rural). Presenting conditions include stroke, dementia, major psychopathology, multiple sclerosis, seizure disorders, movement disorders, substance abuse, and traumatic brain injury, as well as occasions of HIV/AIDS, lupus, and oncological conditions.

Fellows will also receive specific training and experience in clinical supervision, including documentation and supervision approaches in clinical neuropsychology.

Methodology: Fellows will participate in a training program of approximately 70% clinical service, 20% didactics, and 10% research/program evaluation, with some flexibility dependent upon individual areas of interest.

Clinical Training: Fellows will train in both general and more specific/targeted settings, with a wide variety of presenting conditions. Beyond diagnostic issues, training emphasizes integration of multiple sources of data to optimize treatment recommendations, ultimately leading to a cohesive, logical plan resulting from each evaluation. Empirical neuropsychological literature forms the basis of evaluation approaches and recommendations, and ultimately guides the entirety of the Fellow's interaction with patients, families, and other providers. Fellows will develop strong familiarity with empirical neuropsychological literature and will learn how to update their practice as relevant findings are published. Fellows will provide comprehensive outpatient neuropsychological evaluations as well as provide inpatient and outpatient evaluations and treatment with patients with neurorehabilitation needs. The Fellow will serve as part of numerous interdisciplinary teams and have opportunities to attend a variety of interdisciplinary team meetings.

II. RESOURCES AVAILABLE TO POSTDOCTORAL FELLOWS

Fellows will be provided the necessary office space in which to provide professional services in an appropriately confidential and secure manner. They will have access to the clerical and technical support available to senior staff including computer/internet access, computer support personnel, and medical media (for presentation services). Fellows have access to the medical library which contains a wide variety of medical and social science journals. Extensive computer services include all major medical on-line data base/literature search capabilities, inter-library loan services, and library support services. Research support personnel are also available as needed to assist with the Fellow's scholarly activity.

III. PROGRAM STRUCTURE

All faculty at Spectrum Health believe in the importance of being well-rounded Neuropsychologists. In the ever-changing world of healthcare, we believe it is important for Neuropsychologists to be skilled in a wide variety of settings and capable of adapting their practices as the demands of the changing environment. To this end, we have structured the Program into 4 6-month cycles, with various opportunities for general outpatient, inpatient, and specialized/focal training endeavors.

During the first 6-month training cycle, the Fellow will spend most of her/his time in the General Neuropsychology Clinic, primarily working with 2-3 Faculty on a rotating basis. This will afford the Fellow the opportunity to see a wide variety of different referral issues while adjusting to a new medical system, learning the electronic medical record, and adapting to the demands of Fellowship. The second 6-month training cycle will involve the Fellow transitioning to one of our inpatient hospitals for a 3-month rotation in the acute medical setting, followed by a 3-month rotation in an acute/subacute medical setting. It is anticipated that by the end of the first year, the Fellow will have both general outpatient and inpatient experiences that will allow for successful transition into Year 2.

The third 6-month rotation will involve the Fellow selecting from several of the specialty clinics listed below. It is anticipated that with the development of general outpatient and inpatient skill sets, the Fellow will be able to dive deeper into more focal/specialized areas of Neuropsychological practice. The fourth and final 6-month rotation is designed to allow for a greater degree of freedom with regard to the Fellow's clinical and research interests. Essentially, the structure of the program is somewhat more fixed for Year 1, and becomes increasingly flexible during Year 2. It has been our experience that Fellows who complete the requirements of the program in a timely fashion have significantly more flexibility with regard to developing a training plan for Year 2. Examples of a potential typical week during each of these 6-month cycles can be found at the end of this document.

Fellows will typically complete approximately 3 comprehensive neuropsychological evaluations per week during outpatient rotations. Opportunities for psychotherapy will be available to interested Fellows, though provision of psychotherapy is not necessarily required. Additionally, Fellows will attend a variety of didactics, including Neurology Grand Rounds, Neuropsychology

Case Conference/Fact Finding, Neuropsychology Journal Club, Epilepsy Surgical Conferences, Dementia Clinic Multidisciplinary Meeting, Movement Disorders Surgical Conference, as well as various inpatient/rehabilitation meetings. The didactic schedule can be found attached to the end of this document.

In the Neurosciences Division of Spectrum Health, Neurology and Neuropsychology are housed together. As such, all Neuropsychology Faculty and trainees must work closely with other providers and physicians in Neurology. Our program unequivocally values strong communication skills, and Fellows will have ample opportunity to work “elbow-to-elbow” with other providers in numerous interdisciplinary settings. We expect the Fellow to be in regular contact with other providers and physicians. A large focus of the Program involves Fellows developing the competence and confidence to be able to interact fluidly with psychologists, physicians, social workers, pharmacists, and other professionals. The descriptions of the various clinics (below) emphasize the premium we place on interdisciplinary services and communication.

Below is a list of various clinics in which Fellows may have the opportunity to work:

- 1) The Neurocognitive/Memory Disorders Clinic (Dr. Hatfield-Eldred and Dr. Rodriguez):
This Clinic is staffed by a Neurologist, Neuropsychologist, Pharmacist, and Social Worker. Patients referred to this clinic typically present with memory and other cognitive concerns, and receive evaluation by all specialists in the clinic. Four patients are seen per day (two days weekly), and the clinic maintains an efficient, yet patient-centered focus for a comprehensive, multidisciplinary evaluation of the patient’s neurological, medical, cognitive, and biopsychosocial statuses. After all providers meet with the patients (one hour per patient, per service), all providers gather for a multidisciplinary meeting to establish diagnosis and treatment plan. Patients return the following week for feedback led by the Neuropsychologist.
- 2) Epilepsy Service (Dr. Lawrence):
The Fellow will have the opportunity to work with Dr. Lawrence to conduct pre- and post-surgical evaluations with patients diagnosed with epilepsy, who are planning or who have undergone surgical resection in the context of their condition. Fellows will work closely with Spectrum’s Epileptologists and Neurosurgeons, and will have the opportunity to participate in Wada testing and attend multidisciplinary Epilepsy Surgery Conferences.
- 3) Inpatient Services (Drs. Hatfield, McLaughlan, Scott, Van De Kreeke, Rodriguez, and Bertram):
The Fellow will be able to work alongside Drs. Hatfield, McLaughlan, Scott, and Bertram at Butterworth Hospital, providing a variety of evaluation and consultation services requested by hospital physicians and allied professions. Opportunities for inpatient consultations at Butterworth include (partial listing): capacity evaluations, evaluation of TBI patients in Neurotrauma/Neurocritical Care, pre-surgical brain tumor evaluations, and evaluation of acute stroke patients. Drs. Van De Kreeke and Rodriguez will also offer neuropsychological and rehabilitation training opportunities at Blodgett

Hospital at the Inpatient Rehabilitation Center. The Fellow will be expected to attend rounds and multidisciplinary meetings on an ongoing basis during inpatient rotations, and a strong emphasis will be placed on working closely with other disciplines in the inpatient services.

4) Tumor Clinic (Dr. Van Dyke):

Currently, neuropsychology participates in Tumor Clinic two days per month, although the program may grow in the future. Patients seen in this clinic have some type of brain tumor and are in varying stages of treatment (e.g., prior to resection, post-resection, chemotherapy, radiation). A majority of the patients have gliomas, but a variety of other types of tumors are seen. Tumor clinic providers include a Neuro-Oncologist, a Neurosurgeon, and the Neuropsychologist.

5) Subacute Rehabilitation and Extended Care (Dr. Van Dyke):

The Fellow will be able to join Dr. Van Dyke at the Spectrum Health Rehabilitation and Nursing Center twice per month. This facility has a neurorehabilitation specialty program and a number of patients seen by neuropsychology have significant sequelae following TBI, stroke, or abscess that would have difficulty tolerating acute rehabilitation. Other general rehabilitation and extended care patients are also seen and may have dementia or other sources of cognitive decline. In extended care, Fellows will be able to see the continued recovery process that patients experience after they have transitioned from acute medical settings.

6) Movement Disorders Clinic (Dr. Bertram, Dr. Scott):

The Fellow will have the opportunity to work with Drs. Bertram and Scott in the Movement Disorders Clinic. In the general clinic, typical referrals include neuropsychological assessment of patients with Parkinson's disease, Essential tremor, and various dystonias. Other referrals include assistance with differential diagnosis of Parkinson's disease vs Dementia with Lewy Bodies vs other Parkinson's Plus Syndromes. In the DBS clinic, pre-and post-surgical evaluations are conducted to determine candidacy for DBS surgery. The DBS Team consists of 4 Fellowship-Trained Neurologists, 2 Neurosurgeons, a Psychiatrist, 2 Neuropsychologists, PT, OT, and SLP specialists. There is also a twice monthly DBS multidisciplinary surgical conference that all team members attend. Fellows will be able to observe several DBS surgeries.

7) Post-Hospital/Mild TBI Clinic (Dr. Van De Kreeke):

In this clinic, Dr. Van De Kreeke conducts brief evaluations with patients who were seen in the hospital and require some follow-up assessment, but do not necessarily need full neuropsychological batteries. Often, the Fellow can follow patients that they were able to observe and assess in the hospital, allowing a view into the recovery process. Individuals can also be referred for a cognitive screen from Physical Medicine and Rehabilitation if they had been seen in the Mild TBI clinic and reported cognitive changes.

8) Concussion Clinic (Dr. Scott, Dr. Lawrence):

The Fellow will have the opportunity to work with Drs. Scott and Lawrence in the concussion clinic. Neuropsychology works with Orthopedics and Sports Medicine

providers evaluating patients who have had recent concussions. Evaluations include baseline testing with ImPACT, post-concussive evaluations, and evaluations with local professional athletes who have sustained concussions.

9) Stroke Clinic (Dr. McLaughlan):

The Fellow may work with Dr. McLaughlan in conducting comprehensive outpatient neuropsychological evaluations with patients who are in sub-acute and chronic stages of stroke recovery. Evaluations often emphasize education and functional recommendations as patients are attempting to effectively return to prior activities. Fellows will frequently communicate with Neurology, Neurosurgery, and rehabilitation staff to assist in coordination and planning of care.

10) Normal Pressure Hydrocephalus Clinic (Dr. McLaughlan):

The Fellow may elect to participate in targeted neuropsychological evaluations once per week within an interdisciplinary team including Neurology, Neurosurgery, Physical Therapy, and Neuropsychology to assist in determining candidacy for ventriculoperitoneal shunt placement in individuals with Normal Pressure Hydrocephalus. Evaluations will be completed prior to and following large volume lumbar puncture, and interdisciplinary team conferences to discuss candidacy will take place twice per month. By the conclusion of this rotation, fellows will be able to identify neuroanatomical and pathophysiological features, course, and common comorbidities of normal pressure hydrocephalus and how these factors influence presentation, prognosis, and treatment planning.

11) Neuropsychology Clinic (All):

The Fellow will also spend a significant amount of time in the general Neuropsychology Clinic, evaluating a wide range of patients who do not necessarily require placement in any of the above specialty clinics.

IV. SUPERVISION

Fellows will have a minimum of two set hours of supervision time per week, with additional supervision on each case as needed. Fellows will receive supervision from one of the 8 neuropsychologists for each case (depending on with whom the Fellow is working). Additional supervision may occur with other physicians, depending on the interests of the Fellow. Fellows are encouraged to present to supervision on time, with all materials prepared in advance, in order to facilitate optimal use of supervision time.

V. EVALUATION OF FELLOW'S TRAINING PLAN AND PROGRESS

Within the first month of the Fellowship, Fellows will work with the Training Directors to establish a learning contract. The learning contract will include, but may not necessarily be limited to, the following core competency training objectives:

1. Advanced skills in targeting, conducting, and interpreting psychological assessments
2. Advanced skills in communicating assessment findings
3. Advanced skills in conceptualizing, implementing and evaluating evidenced-based treatment interventions
4. Skills in conducting effective inter-professional consultation with staff of diverse professional and cultural backgrounds
5. Skills in developing and maintaining a viable and effective professional psychological role on multi-disciplinary teams
6. Skills in developing and implementing a quality management/performance improvement project, as well as a scholarly project.

An additional core competency requirement is the participation in Neuropsychology Fact Findings. Fellows will participate in ABPP-style evaluations that involve step-by-step gathering of historical information and data pertaining to a clinical case that was already seen in the neuropsychology service, with the ultimate goal of formulating a reasonably appropriate diagnosis and relevant/appropriate recommendations.

Formal evaluations of the progress of Fellows are conducted at 6, 12, 18, and 24 months, though informal feedback opportunities regarding performance occur on a regular basis in the context of supervision. Each formal evaluation will be completed by the supervisors and will be reviewed with the resident. Each evaluation meeting will address at least the following:

1. Progress of the Fellow in meeting the stated training/competency objectives, goals and expectations specified in the learning contract, with suggestions for improvement (if needed) in the areas of professional conduct, ethics, assessment, consultation, etc.
2. Any amendments/revisions of the learning contract as needed
3. All evaluations are to be conducted in writing and signed by the supervisor and Fellow, as well as the Training Directors.

If there is concern regarding the Fellow's progress, performance or developmental and professional status, such concern will be discussed between the Fellow and the Training Directors during scheduled evaluation times. Any concerns will also be discussed with the Fellow during each of the formal evaluations, to establish necessary interventions to address any area(s) of concern. If it is determined that the Fellow has not satisfactorily remedied the area(s) of concern by the time of the next formal evaluation meeting, a formal remediation plan will be initiated, with review of the expected area(s) of improvement on a monthly basis until the next formal evaluation meeting. If the area(s) of concern have not been relieved by that next formal evaluation, additional remediation plans may be enacted, or the Fellow may be dismissed from the Training Program. More egregious behaviors, including but not limited to those defined as unacceptable by the American Psychological Association Ethical Principles of Psychologists and Code of Conduct <http://www.apa.org/ethics/code/index.aspx>, may result in immediate dismissal from the Fellowship.

VI. GRIEVENCE POLICY AND PROCEDURES

If the Fellow has questions or concerns about the Neuropsychology Fellowship Program, the first step is for the Fellow to contact the Training Directors. If a satisfactory resolution cannot be reached, the Fellow may then meet with the Training Committee. If the conflict involves the Director(s) of Training or other member of the training committee, that person will be excused from deliberations related to the dispute. If the situation is not resolved or if there are special circumstances where use of the usual chain of authority is not appropriate, the Fellow may bring grievances directly to Dr. Tim Thoits (Neurology Division Lead), who serves as mediator for the program.

VII. EVALUATION OF TRAINING PROGRAM STRUCTURE, METHOD, AND OUTCOME

As noted above, formal, written competency evaluations between the Fellow and supervisors occur at 6, 12, 18, and 24 months, and will focus on concurrence with the training plan. Feedback will also be provided to the supervisor at each evaluation period. At the completion of training, trainees will complete an outcome measure designed to evaluate their competency levels and training experiences, and graduated Fellows will be surveyed regarding their satisfaction with training, adaptation to the professional field of practice, and professional accomplishments (outcomes).

VIII. PERSONNEL INFORMATION

This Fellowship is a 24-month, full-time appointment, though the second year is contingent on satisfactory completion of the first year. Acceptance of an appointment requires a commitment to complete the entire training period. Details regarding these requirements will be reviewed during orientation.

Benefits: Benefit package is robust and competitive and consists of health insurance, including dental and vision, as well as disability coverage. Additionally, up to \$2,500 of CME per year may be included, which can be used for books, other educational materials, conferences, licensure examinations, organizational dues, and/or other approved educational endeavors.

Pay: Stipend for the 2017 Fellowship was adjusted to approximately \$48,000 for Year 1 and \$50,000 for Year 2. It is anticipated that the stipends for the next iteration of training will be similar to or slightly increased from these figures.

Start Date: As early as July of 2019, or as late as September of 2019, depending on the selected Fellow's Internship completion date or individual needs.

IX. ELIGIBILITY REQUIREMENTS AND APPLICATION PROCEDURES

To apply you must be:

- A graduate of a an APA/CPA-approved doctoral program in clinical or counseling psychology
- A graduate of an APA/CPA-approved internship

To apply, submit the following materials:

1. A cover letter detailing your training, research, career goals, and perceived fit with our program
2. A current CV
3. Two **de-identified** reports
4. *A letter of confirmation from your Internship Director describing your training plan, progress on that plan, standing in the program, and anticipated completion date. If internship is complete, a certificate may be substituted for this letter
5. A scan of an original, signed APPCN Verification of Completion of Doctorate form (http://appcn.org/assets/1748/doctorate_verification_form.pdf)
6. *Two letters of recommendation from supervisors well acquainted with your work
7. Transcripts of all graduate work (unofficial transcripts are adequate, and may be scanned).

*The letter from the Internship Director should specifically detail your standing in the program and anticipated completion date. The Internship Director may also offer a recommendation or endorsement, though the letter from the Internship Director will not be recognized as a substitute for the two letters of recommendation from supervisors well acquainted with your work, unless the Director has served in a meaningful supervisory role during your training. All recommendation letters should be sent electronically from the writer's email address, to NeuropsychologyFellowship@spectrumhealth.org

If the letter writer would prefer to mail the recommendation, the envelope should be sealed with the writer's signature across the back flap.

APPLICATION DUE DATE:**January 4, 2019**

**** We encourage applicants to submit all application materials in one electronic package (with the exception of recommendation letters).** However, in the event that some materials must be sent via mail, items may be addressed to:

Michael R. Lawrence, Ph.D., ABPP-CN and
David M. Bertram, Psy.D.
Co-Directors of Training in Neuropsychology
Neurology | Neuropsychology
2750 East Beltline NE
Grand Rapids, MI 49525

If there are any questions about the application process, please feel free to email us at NeuropsychologyFellowship@spectrumhealth.org

Other Important Application Notes:

- 1) All requirements for the doctoral degree must be completed prior to the start of the Fellowship year. This includes completion of dissertation.
- 2) As an equal opportunity training program, our Fellowship welcomes and strongly encourages applications from all qualified candidates, regardless of sex, gender, age, race, ethnicity, sexual orientation, disability, or other status.

X. FELLOW SELECTION

Our selection criteria are such that we are looking for Fellows whose academic preparation, clinical experience, personal characteristics, and training goals best match the values and requirements of our training program.

We prefer to meet our candidates in person if at all possible and, after screening written applications, will notify prospective Fellows we believe have a good opportunity to excel at our site. We will be conducting interviews at the 2019 International Neuropsychological Society Annual Meeting in New York in February. Alternative arrangements for interviews include on site interviews (optional) and/or telephone/video conferencing (optional).

We are an APPCN member program, and plan to participate in the APPCN Match Process (<http://appcn.org/>), and adhere to all pertinent rules and procedures as set forth by APPCN. This Fellowship site agrees to abide by the APPCN policy that no person at this

facility will solicit, accept, or use any ranking-related information from any Fellowship applicant. Applicants may sign up for the match at <https://natmatch.com/appcnmat/>

XI. TRAINING FACULTY (All Faculty are members of the Training Committee)

Michael Lawrence, Ph.D., ABPP-CN
Section Chief - Neuropsychology

Dr. Lawrence completed his graduate work at the University of Oklahoma, his Internship in Neuropsychology with the Missouri Consortium, and his Postdoctoral Fellowship in Neuropsychology at the Geisinger Medical Center. His professional interests include dementia, epilepsy, and sports concussion. He has been with Spectrum for the past 10 years, and has built strong relationships between neuropsychology and many other parts of the organization, particularly in neurology and neurosurgery. Given he is married and has two daughters, he compensates for being fourth in command at home by leading the Neuropsychology group in its day to day activities. The extent to which the rest of the providers follow him is somewhat debatable...

David Bertram, Psy.D.

After leaving West Michigan to attend graduate school at the University of Indianapolis, Internship at the Cincinnati VA, and Postdoctoral Fellowship in Neuropsychology at the St. Louis VA, Dr. Bertram decided his tour of the Midwest should end where it began – Grand Rapids – and he joined Spectrum in 2012. His professional interests include movement disorders, stroke, and dementia. He enjoys playing golf, watching college football, and spending time with his family. He and his wife have two sons and two cats. This means that, much like Dr. Lawrence, Dr. Bertram is fairly low in the order of merit in his home.

Maegan Hatfield-Eldred, Ph.D.

Dr. Hatfield-Eldred also joined Spectrum in 2013 following completion of her Postdoctoral Fellowship at the Hurley Medical Center in Flint, MI. Prior to Fellowship, she completed her graduate work at Central Michigan University, and her Internship at Henry Ford Hospital. Her professional interests include traumatic brain injury and dementia. As a mid-Michigan native, she has strong ties to the state and loves the outdoors. When she is not at work, Dr. Hatfield-Eldred can be found spending time with family (including her two dogs) and friends. She also loves to spin yarn (No – not tell far-fetched stories; she actually owns a spinning wheel).

Joseph McLaughlan, Ph.D

Dr. McLaughlan joined Spectrum in 2015 after his Fellowship training with the Rehabilitation Institute of Michigan. Prior to Fellowship, he completed his Internship at the Miami VA, and his graduate work at Central Michigan University. His clinical interests include traumatic brain injury, rehabilitation, and stroke. Dr. McLaughlan quickly puts patients at ease with his non-threatening demeanor, and he almost always has a smile on his face. One would expect this document to include some type of clever dig on Dr. McLaughlan, but he's just too nice.

Carlos Rodriguez, Ph.D.

Prior to his arrival to Grand Rapids, Dr. Rodriguez completed his Internship at UCLA Semel Institute and his graduate studies at USC. Dr. Rodriguez completed his Neuropsychology Fellowship at Spectrum in 2017, and subsequently accepted a position as part of our faculty. His interests include epilepsy, movement disorders, and dementia, and he is fluent in both English and Spanish. Resultantly, Dr. Rodriguez offers Neuropsychological Evaluations to Spanish speaking patients at Spectrum. As a native to Southern California, Dr. Rodriguez has had to get used to the weather in West Michigan. Despite his claim that summer in Grand Rapids is "three months of bad sledding," he seems to have adjusted well to the new climate.

Katie Scott, Ph.D.

Dr. Scott completed her graduate work at Colorado State University (Go Rams!), her internship at the Denver VA, and her Fellowship at Mary Free Bed Rehabilitation Hospital in Grand Rapids, MI. She joined Spectrum in 2015. Her professional interests include dementia, concussion, and movement disorders. She is from Wisconsin, loves to travel, and is a huge Green Bay Packers fan (no one is perfect). She is remarkably calm under pressure – a skill she honed over years of watching Brett Favre put away opponents in crunch time.

Diana Van De Kreeke, Ph.D.

Dr. Van De Kreeke completed her doctoral work at the Illinois Institute of Technology, her internship at the John D. Dingell VA in Detroit, and her Fellowship at the Rehabilitation Institute of Michigan. Her clinical interests include stroke, TBI, and rehabilitation. She has a reputation for getting things done quickly, and has most of her documentation/reports done same day. Interestingly, Dr. Van De Kreeke was also able to quickly secure office space at the Inpatient Rehabilitation Center – a task none of her colleagues were able to accomplish in the years prior to her arrival at Spectrum in 2015. When asked how she obtained this office space, she stated, "I get things done."

Sarah Van Dyke-Velasquez, Ph.D.

Dr. Van Dyke completed her graduate work at Wayne State University, her Internship at the John D. Dingell VA in Detroit, and her Postdoctoral Fellowship at the Rehabilitation Institute of Michigan. She joined Spectrum in 2013. Her professional interests include brain tumor, rehabilitation, validity of neuropsychological testing, and psychometrics. She continues to hold the title of “Excel Queen” and feels that most questions can be answered best with a table.

Hien Luu, Psy.D.

Neuropsychology Fellow

Dr. Luu began her Fellowship at Spectrum in 2017. She completed her graduate coursework at Adler University in Chicago, which also happens to be her hometown (go Cubbies!). She lived in Memphis for a year prior to coming to Grand Rapids and completed her psychology internship at the Memphis VA Medical Center. Her clinical interests include epilepsy and stroke. Outside of the office, you can find her on any given night at a yoga studio. She is a self-proclaimed foodie on a budget, so she has a big place in her heart for ramen.

**Spectrum Health Medical Group Neuropsychology Postdoctoral Fellowship
Program Didactics and Interdisciplinary Meetings**

DAY	TIME	FREQUENCY	ACTIVITY	SUPERVISOR
Monday				
	TBD	Twice Monthly	Tumor Clinic Review	Van Dyke
Tuesday				
	7:00-8:00	Twice Monthly	DBS Interdisciplinary Meeting	Scott/Bertram
	7:00-8:00	Weekly	Trauma Rounds	Hatfield/McLaughlan
Wednesday				
	7:00-8:30	Monthly	Neurology Provider Meeting/Morbidity and Mortality	All
	7:30-9:30	Once Monthly	Neurosciences Grand Rounds	All
	9:30-10:30	Every 2-3 Months	Psychiatry and Behavioral Med. Division Meeting/Rounds	All
	10:00-11:00	Weekly	Patient Rounds at IRC	Van De Kreeke
	12:00-1:00	TBD	Lunch and Learn (Topics Vary)	All
	TBD	Weekly	Neuroanatomy/Neuropathology (Didactics)	TBD
Thursday				
	10:00-11:00	Weekly	Patient Rounds at IRC	Van De Kreeke
	12:00-1:00	Weekly	Dementia Clinic Interdisciplinary Meeting	Hatfield
	5:00-6:00 PM	Weekly	Epilepsy Interdisciplinary Surgical Conference	Lawrence
Friday				
	TBD	Weekly	DBS Surgery Observation	Scott/Bertram
	7:30-8:30	Weekly	Neuropsych. Conference (Journal Club, Fact Finding, etc.)	All
	TBD	TBD	Brain Cuttings	TBD

Spectrum Health Medical Group Neuropsychology Postdoctoral Fellowship Program

Example of Potential Schedules by Rotation Cycle

* - Denotes potential specialty clinic selection (not all clinics included in example below)

	Monday	Tuesday	Wednesday	Thursday	Friday
1 st 6 mos.	AM: Outpatient Case PM: Report Writing, Supervision	AM: Psychotherapy cases (if desired) PM: Report Writing	AM: Neurology Grand Rounds, PM: Report Writing, Didactics	AM: Outpatient Case PM: Report Writing, Supervision	AM: Neuropsychology Conference PM: Research Time
2 nd 6 mos.	AM: Inpatient PM: Inpatient, Supervision	AM: Outpatient Case PM: Report Writing, Supervision	AM: Inpatient PM: Inpatient, Supervision	AM: Inpatient PM: Inpatient, Supervision	AM: Neuropsychology Conference, Didactics PM: Research Time
3 rd 6 mos.	AM: *DBS/*Tumor PM: Report Writing, Supervision/ *mTBI Clinic	AM: *Stroke/ *NeuroCog Clinic PM: Supervision, Didactics	AM: Neurology Grand Rounds, Report Writing PM: Report Writing, Supervision, Didactics	AM: *NeuroCog Clinic/*Extended Care/Wada Testing PM: *NeuroCog Clinic feedbacks	AM: Neuropsychology Conference, Report Writing/ Research PM: Research Time/*Epilepsy Case
4 th 6 mos.	TBD	TBD	TBD	TBD	TBD

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